



## Personnel/Risk Management Division

# Examination Announcement

*Making a Difference through Quality Service*

1033 5th St. - Clovis, CA 93612-1398  
(559) 324-2725 Fax (559) 324-2865  
[www.ci.clovis.ca.us](http://www.ci.clovis.ca.us)

## **POLICE OFFICER**

*Recruit and Lateral*

***Police Officer (Recruit) \$4,212 - \$5,120 per Month\****

***Police Officer (Lateral) \$4,643 - \$5,643 per Month\****

***Police Officer (With 5%) \$4,875 - \$5,925 per Month\****

**Personalized Take Home Patrol Car Program (with MDT's)  
Patrol officers currently work either a 3/12 or 4/10 shift schedule**

**Work assignments include patrol (motors and canine) investigations, narcotics and youth services. The Police Department has an excellent local reputation and enjoys the support of the community. Clovis residents recently passed a bond measure to allow the construction of a new, state of the art Public Safety Building.**

**The City of Clovis** is a community with access to abundant recreational resources, community festivals, and family related activities and services. Clovis has long adopted the slogan "Clovis - A Way of Life" which is true in all aspects. This growing community of approximately 86,015 is dedicated to promoting economic self-sufficiency and planned land use. Although part of the larger Fresno/Clovis metropolitan area (pop. 500,000+), Clovis residents have the advantage of a unique blend of both rural and urban living. Fresno's Chaffee Zoo and a variety of art and historical museums are within a 20-minute drive. Yosemite and Kings Canyon-Sequoia National Parks and many other Sierra Nevada lake, recreational and ski areas, are easily within a 90-minute picturesque drive.

The City population is growing at a rate of 5% a year, which anticipates the population doubling within 15 years. New housing is being constructed to meet these needs without compromising the integrity of the strong community identity found in Clovis. Safe streets and excellent city services are demanded by and delivered to our citizens. A new full service hospital sits on a developing medical complex within the City's boundaries and is providing quality medical services to Clovis and surrounding foothill communities.

Affordable and comfortable housing can be obtained within a ten-minute, drive or walk to work and major shopping areas. The median cost of a new 3-bedroom, 2-bath home in Clovis is \$375,000. Custom homes on larger lots range from \$230,000 to \$500,000.

The community of Clovis and its Police Department are looking for dedicated professionals to join the City's law enforcement team. The Department is actively involved in P.O.S.T.'s cultural awareness program and is committed to increasing the diversity of its work force.

### **THE DEPARTMENT**

The Clovis Police Department is comprised of 101 sworn personnel. The Department enjoys a progressive approach to law enforcement, with all ranks involved in the constant improvement and shaping of the Department. The Department encourages career development through on-going education and training programs. The Department will assist with college expenses for those interested in pursuing a course of study, which enhances their law enforcement capability, after the first year of employment. Educational incentive pay of up to 5% is given to officers who have degrees, after their first year with the City. The City does not participate in nor pay for Social Security, except as required for the Medicare program. A first rate health protection plan for medical-dental-vision is provided for the employee and for dependents at a reasonable cost. *Several position openings currently exist.* Recruitment related questions should be directed to the Personnel Division at (559) 324-2725. We will be looking forward to hearing from you.

### **POSITION REQUIREMENTS**

#### **EXPERIENCE / EDUCATION:**

Recruit applicants require no prior law enforcement experience. Lateral applicants require 2 years experience as a peace officer (PC 830.1 830.2). The completion of 30 semester units of college coursework from an accredited college or university in Law Enforcement or related field is required for both positions.

### **LICENSES / CERTIFICATES:**

Possession of a valid California Driver's License and a good driving record.

#### ***Police Officer Recruit:***

*We will accept applications on a provisional basis if you are enrolled or accepted in a P.O.S.T. certified Police Academy. A copy of a certificate of completion or letter of verification from a P.O.S.T. certified Academy must be attached to the employment application. If you currently possess a P.O.S.T. certificate (no older than 3 years) attach a copy to your employment application.*

#### **Police Officer Lateral:**

*Possession of a current Basic/Intermediate/Advanced P.O.S.T. certificate (no older than 3 years).*

### **PHYSICAL / MISCELLANEOUS:**

Physical fitness at a level sufficient to climb, crawl, sit or stand for prolonged periods. Weight proportional to height. The City of Clovis has a negotiated mandatory No Smoking and Minimum Physical Fitness Standard Policy for all newly hired safety employees. Vision correctable to 20/20 in one eye and 20/30 in the other eye, with no color blindness. Hearing sufficient to communicate via radio.

### **KNOWLEDGE OF:**

Basic English and Math skills, simple record keeping, and general principals of law enforcement, which include laws of arrest, and search and seizure.

### **ABILITY TO:**

Read, understand, interpret, and apply laws, regulations and other written directives and policies; write clearly, accurately, and comprehensively; use and maintain firearms; inspire public confidence; analyze situations and respond quickly and appropriately; remember details; speak clearly; operate a vehicle safely; and follow directions.

### **SELECTION PROCEDURE**

The City will continuously accept applications and process the applicants in groups as applications are received, using the following procedure. **Applications will not be accepted from candidates for 6 months after unsuccessful testing for a police officer position or placement on a police officer eligibility list for Clovis.** Selection (s) shall be made from those applicants who submit a complete application and supplementary questionnaire, meet the position requirements, and receive a qualifying score on an oral examination. The selection procedure will consist of a pass/fail application review, and a Personnel Commission oral examination, weighted 100% of the final eligibility score. Applicants who submit a complete application and who meet the position requirements will be scheduled for a Personnel Commission oral examination to be held Monday through Friday, *in the evening*. Applicants receiving a passing oral exam score shall be placed on an eligibility list for a period of up to one year. As determined by the City, successful candidates shall be required to pass a medical examination, *including a physical fitness test* and a drug/alcohol screen, a polygraph examination, a psychological examination and a background investigation, all at the City's expense. Proof of citizenship or eligibility to work in the U.S., and possession of a valid California driver's license and good driving record will be required prior to hire. **This job flyer does not constitute a contract and its terms and conditions can change without notice.**

### **APPLICATION PROCEDURE**

Interested persons shall apply by obtaining an application form and supplementary questionnaire, in person or by mail from the City of Clovis, PERSONNEL DIVISION, 1033 5th Street, Clovis, CA 93612-1398, and (559) 324-2725. Brief résumé's are welcome as a supplement to the City's standard application form; however, the application form must be completed to be considered.

**Applications are accepted on a continuous basis.** Applicants will be tested in groups as applications are received. All applications and supplementary questionnaires must be returned *directly* to the Personnel Division.

### **SUPPLEMENTAL BENEFITS**

The City of Clovis offers a wide range of benefits in addition to salary. Included are:

1. Paid vacation - 15 working days after one year, increases on 8<sup>th</sup>, 15<sup>th</sup>, & 20<sup>th</sup> anniversaries.
2. Paid sick leave of one day per month with a sick leave incentive plan which compensates employees for up to ½ of the unused annual sick leave after the accumulation of 40 days of sick leave and 25% at retirement.
3. 3% @ 50 retirement through the Public Employees' Retirement System.
4. Medical, dental and optical plan (also available at reasonable cost for family).
5. \$25,000 Group Life Insurance. Additional coverage available at group rates.
6. Membership in State Center Credit Union available.
7. Reimbursement for tuition, fees and books for job-related coursework after one year.
8. Deferred Compensation Plan available.
9. 100 hour per year holiday bank.
10. \$800 per year uniform allowance.
11. The City of Clovis does not participate in Social Security.

**THE CITY OF CLOVIS IS AN AFFIRMATIVE ACTION / EQUAL OPPORTUNITY EMPLOYER**